

# Comparisons of Job Characteristics

**Focus Occupation:** [First-Line Supervisors of Non-Retail Sales Workers \(41-1012\)](#)

**Associated Occupation:** [Sales Managers \(11-2022\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 94

**Focus Occupation:** First-Line Supervisors of Non-Retail Sales Workers (41-1012)

**Associated Occupation:** Sales Managers (11-2022)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Sales and Marketing	5.2	21.6	17.9	<<	Extensive education and/or training may be required
Customer and Personal Service	11.3	17.8	14.9	<	Expanded education and/or training may be required
Administration and Management	8.4	14.7	13.4	0	Current knowledge level may be sufficient
Personnel and Human Resources	5.6	12.4	12.4	0	Current knowledge level may be sufficient
Economics and Accounting	4.4	9.8	13.3	>>	Current knowledge level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 98

**Focus Occupation:** First-Line Supervisors of Non-Retail Sales Workers (41-1012)

**Associated Occupation:** Sales Managers (11-2022)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Monitoring	9.9	14.9	13.6	0	Current skill level may be sufficient
Social Perceptiveness	9.1	14.6	13.2	<	A higher skill level may be required
Persuasion	7.4	14.2	11.6	<	A higher skill level may be required
Coordination	9.1	13.8	12.3	<	A higher skill level may be required
Management of Personnel Resources	6.9	13.3	12.6	0	Current skill level may be sufficient
Service Orientation	7.9	12.6	10.5	<	A higher skill level may be required
Time Management	8.9	12.6	12.5	0	Current skill level may be sufficient

Negotiation	6.8	12.0	11.4	0	Current skill level may be sufficient
Systems Evaluation	6.4	11.9	11.6	0	Current skill level may be sufficient
Systems Analysis	6.5	11.4	10.5	0	Current skill level may be sufficient
Management of Financial Resources	3.3	9.6	8.1	<	A higher skill level may be required
Management of Material Resources	3.7	7.3	8.1	>	Skill level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 96			
Focus Occupation: First-Line Supervisors of Non-Retail Sales Workers (41-1012) Associated Occupation: Sales Managers (11-2022)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	15.7	13.9	<	Some improvement in abilities may be required
Speech Clarity	10.2	14.0	12.3	<	Some improvement in abilities may be required
Written Expression	9.8	13.6	12.1	<	Some improvement in abilities may be required
Speech Recognition	9.9	13.2	13.9	0	Current ability level may be sufficient
Deductive Reasoning	10.6	13.0	12.5	0	Current ability level may be sufficient
Originality	7.6	12.6	10.7	<	Some improvement in abilities may be required
Fluency of Ideas	7.6	12.2	11.0	<	Some improvement in abilities may be required
Number Facility	6.3	9.5	10.0	0	Current ability level may be sufficient
Memorization	5.6	8.6	6.2	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 86
Focus Occupation: First-Line Supervisors of Non-Retail Sales Workers (41-1012) Associated Occupation: Sales Managers (11-2022)		
Work Activities	Exclusivity of Activity	
Analyze sales activities or trends	74	
Assign work to staff or employees	30	
Conduct or attend staff meetings	47	
Conduct sales presentations	75	
Develop budgets	56	

Direct and coordinate activities of workers or staff	3
Evaluate information from employment interviews	72
Evaluate performance of employees or contract personnel	54
Hire, discharge, transfer, or promote workers	47
Make presentations	13
Oversee sales programs	89
Provide customer service	14
Recommend personnel actions, such as promotions, transfers, and dismissals	72
Resolve customer or public complaints	54
Use knowledge of written communication in sales work	69

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: n/a

**Focus Occupation: First-Line Supervisors of Non-Retail Sales Workers (41-1012)**  
**Associated Occupation: Sales Managers (11-2022)**

### Tools and Technologies

### Exclusivity

Tools and technology data is unavailable for one or both occupations.

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.